

**Radio One, Inc. – Washington, DC**  
**WKYS-FM, WMMJ-FM, WPRS-FM, WOL-AM and WYCB-AM**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2011 – May 31, 2012 [1]**

**I. VACANCY LIST**

See Section II, the “**Master Recruitment Source List**” (“**MRSL**”) for recruitment source data

| <b>Job Title</b>           | <b>Recruitment Sources (RS) Used to Fill Vacancy</b> | <b>Number of Candidates Interviewed (RS)</b>            | <b>RS Referring Hiree</b> |
|----------------------------|--|---|---------------------------|
| Account Executive (7)      | 16, 17, 19, 24                                       | 27 [ RS # 16 (6), RS # 17 (4), RS #19 (13), RS #24 (4)] | 16, 19, 24                |
| Program Director           | 16, 18, 19   | 5 [ RS # 16 (2), RS #18 (1), RS #19 (2)]                | 18                        |
| Promotions Assistant (2)   | 16, 19   | 10 [ RS # 16 (8), RS # 19 (2)]                          | 16, 19                    |
| National Sales Coordinator | 16, 19   | 5 [RS # 16 (1), RS #19 (4)]                             | 19                        |
| On Air Talent              | 16, 18, 19   | 6 [RS # 16 (1), RS #18 (1), RS # 19 (4)]                | 18                        |
| Board Operator (4)         | 16, 17, 19   | 14 [RS # 16 (9), RS # 17 (1), RS #19 (4)]               | 16, 19                    |
| Digital Sales Manager      | 17, 19   | 8 [RS # 17 (2), RS# 19 (6)]                             | 17                        |
| Chief Engineer             | 16, 17, 19   | 5 [RS # 16 (1), RS # 17 (1), RS# 19 (3)]                | 19                        |
| Production Director        | 18, 19, 24   | 4 [RS #18 (1), RS #19 (2), RS# 24 (1)]                  | 18                        |
|                            |  |   |                           |
|                            |  | Total Candidates Interviewed—84                         |                           |

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

| <b>RS Number</b> | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS over 12-month period</b> |
|------------------|---|--|--|
| 1                | African American Media Incubator<br>2164 Wisconsin Avenue, NW<br>Washington, DC 20007<br>(202) 342-6667 Fax                         | Y  | 0  |
| 2                | American Women in Radio and Television<br>8405 Greensboro Drive, Ste. 800<br>McLean, VA 22102<br>(703) 506-3266 Fax                 | Y  | 0  |
| 3                | Asian American Journalists Association<br>1182 Market Street, Ste. 320<br>San Francisco, CA 94102<br>(415) 346-6343 Fax             | Y  | 0  |
| 4                | The Association for Women in Communications, Inc.<br>780 Ritchie Highway, Ste. 28-S<br>Severna Park, MD 21146<br>(410) 544-4640 Fax | Y  | 0  |
| 5                | Black Broadcasters Alliance<br>3474 William Penn Hwy.<br>Pittsburgh, PA 15235<br>(412) 829-0313 Fax                                 | Y  | 0  |
| 6                | California Chicano News Media Association<br>3800 S. Figueroa Street<br>Los Angeles, CA 90037<br>(213) 743-4989 Fax                 | Y  | 0  |
| 7                | National Association of Black College Broadcasters<br>P.O. Box 3191<br>Atlanta, GA 30302<br>(404) 523-5467 Fax                      | Y  | 0  |
| 8                | National Association of Black Journalists<br>8701A Adelphi Rd.<br>Adelphi, MD 20783<br>(301) 445-7101 Fax                           | Y  | 0  |

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| <b>RS Number</b> | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS over 12-month period</b> |
|------------------|---|--|--|
| 9                | National Association of Hispanic Journalists<br>1000 National Press Building<br>Washington, DC 20045<br>(202) 662-7144 Fax                | Y  | 0  |
| 10               | National Association of Minority Media Executives<br>1921 Gallows Road, Ste. 600<br>Vienna, VA 22182<br>(703) 893-2414 Fax                | Y  | 0  |
| 11               | National Black Media Coalition<br>1738 Elton Road, Ste. 314<br>Silver Spring, MD 20903  | Y  | 0  |
| 12               | National Lesbian and Gay Journalists Association<br>1420 K Street, NW, Ste.910<br>Washington, DC 20005<br>(202) 588-1818                  | Y  | 0  |
| 13               | Native American Journalist Association<br>University of South Dakota<br>414 E. Clark Street<br>Vermillion, SD 57069<br>(866) 694-4264 Fax | Y  | 0  |
| 14               | Native American Public Telecommunications<br>P.O. Box 83111<br>Lincoln, NE 68501<br>(402) 472-8675 Fax                                    | Y  | 0  |
| 15               | South Asian Journalists Association<br>C/O Columbia Graduate School of Journalism<br>2950 Broadway<br>New York, NY 10027                  | Y  | 0  |
| 16               | Corporate Website – <a href="http://www.radio-one.com">www.radio-one.com</a>  | Y  | 28   |
| 17               | Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)                           | Y  | 8  |
| 18               | Internal Promotion  | Y  | 3  |
| 19               | Internal Referral   | Y  | 40   |
| 20               | Local Newspaper   | Y  | 0  |
| 21               | Trade Publication   | Y  | 0  |
| 22               | Internet Recruitment  | Y  | 0  |

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| <b>RS<br/>Number</b>                           | <b>RS Information</b> | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>over<br/>12-month period</b> |
|--|-----------------------|--|--|
| 23   | Recruiter Agency      | Y  | 0  |
| 24   | Former Employee       | Y  | 5  |
| 25   | Job Fair              | Y  | 0  |
| 26   | Radio Advertisement   | Y  | 0  |
| (etc...)                                       |                       |  |  |
| <b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b> |                       |  | 84   |

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**III. RECRUITMENT INITIATIVES**

|          | <b>TYPE OF RECRUITMENT INITIATIVE<br/>(MENU SELECTION)</b> | <b>BRIEF DESCRIPTION OF ACTIVITY</b>   |
|----------|--|--|
| <b>1</b> | Recruitment  | Radio One, Inc., representing WKYS-FM, WMMJ-FM, WYCB-AM, WPRS-FM and WOL-AM participated in the DC/Virginia's Annual Diversity Employment Day Career Fair at the Holiday Inn Rosslyn, VA on March, 6th 2012.   |
| <b>2</b> | Recruitment  | Radio One, Inc. participated in the Washington DC and Virginia's Annual Veterans and Diversity Employment Day Career Fair (April 18th 2012).   |
| <b>3</b> | Internship Program   | WKYS-FM, WMMJ-FM, WPRS-FM, WYCB-AM and WOL-AM foster a comprehensive Internship program with college students. Students have the opportunity to get hands on experience while earning college credit. This program incorporates training in all areas of the radio station: Sales, Production, Business, On-air, and Marketing/Promotions. |
| <b>4</b> | Website Recruitment  | For local job vacancies, WKYS-FM, WMMJ-FM, WYCB-AM, WPRS-FM and WOL-AM refers listeners and potential employees to the Corporate website <a href="http://www.radio-one.com">www.radio-one.com</a> .  |

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